

Cadet Command and Staff Course

Part 2

USAF VYILIARI

Welcome back!

- Part 2 Agenda:
 - Review assignments from Part 1
 - Recruiting, Onboarding, Retention
 - Promotions and Ceremonies
 - Cadet/Senior Partnership
 - Squadron Formation Practice



Assignment Presentaitons

- Assignments
 - Vision and Goals
 - Cadet Organization Chart and career paths
 - Quarterly Schedule
- Format
 - 15 Minutes to present the three docs
 - 15 Minutes to ask questions and provide feedback
 - All students take notes; look for best practices, questions, suggestions





Orientation & Membership: Cadet Great Start



Overview

Three approaches for orientating new cadets What do prospect cadets need?
What is "Cadet Great Start?"
Managing the membership process



Three ways to welcome newcomers

Trickle-in

Cadets enter CAP at any time

Basic Cadet Training

Wing trains cadets over a weekend

Pipeline

Cadets enter at certain times when the unit is prepared to receive them

What are the pros and cons of each?



From kid to Cadet Airman

What does it take to transform a prospective cadet into a Cadet Airman?

What do newcomers need not just to "get by" but to succeed?



"Cadet Great Start"

Begins with an open house Includes a parents' briefing Offers hands-on activities that teach Curry topics

Uses ranking cadets as instructors

Transforms prospects into Airmen in 5 weeks

Concludes with an O-Flight

ORIENTATION & TRAINING FOR CIVIL AIR PATROL CADETS

CAP Pamphlet 52-9 April 2008



"Cadet Great Start" Schedule

RECOMMENDED SCHEDULE

Week 1	Week 2	Week 3	Sat.	Week 4	Week 5
1.1 Exciting	2.1 Followership	2.2 Chain of	Field	7.3 Curry Exam	2.42 Uniform
Opportunities 0:45	0:30	Command 0:30	Day	0:30	Tutorial 0:15
	2.12 Drill 1 0:30	2.13 Drill 2 0:30		7.31 Drill Test	7.41 Feedback
1.2 Cadet				0:15	Meetings 0:15
Membership 0:20	2.3 Customs &	2.31 Customs &			(Concurrent
	Courtesies 0:30	Courtesies Lab		7.2 CPFT 0:50	with other events
1.3 Mine Field		0:30			depending on
0:30	2.11 Identity			7.33 Recite	group size)
1.5 Parents'	Crisis 0:30	2.21 Grade		Cadet Oath	0000000
Introduction		Insignia 0:15		0:05	3.2 Preflight
0:30					Activity 0:50
(concurrent events)					8.4 Promotion
events)					Ceremony 0:15
1.4 Great Start					ceremony 0.13
Overview 0:15					8.5 Social 0:30
	San a company of the company				,
Homework	Administrative	Administrative		Administrative	And don't forget
Browse web	8.1 Distribute	8.2 Distribute		3 00 0	the next
c : 1	student	CAPF 15 apps		7.32 Correct	Saturday should
Special	materials 0:10	0:10		Curry Exams to 100% 0:15	be devoted to:
Repeat events on weekend if	Homework	Homework		100% 0:15	3.3 Fly 3:00
on weekend ii new recruits	Read chapter 1	Review uniform			
surface	leadership	mini-posters			
(optional)	Measure for	Review grade			
(орнолаг)	uniform	insignia			
	Start exercising	Continue			
		exercising			



Management Issues

Membership Process
Cadet Uniform Program
New Cadet Kit
Best Practices



Conclusion

Cadet Great Start is the standard way to orientate new cadets.

Focuses squadron on newcomers' needs

Pipeline lets new cadets support one another

Lots of hands-on training

Quick but well-deserved promotion

O-Flight as reward and motivator CRITICAL NEED!

cap.gov/greatstart



Day 60-180











What's happening?

- 'Newness' of CAP starts to wear off
 - Repeating the same programs
- Other programs jostle for priority
 - School, sports, extra-curricular activities
- Promises aren't delivered
 - Lack of opportunities to fly, emergency services
- Only 33% of cadets renew after 1 year of membership



Keeping them on the high road

Leadership Development

Promotion

Knowledge, feedback, success

Cadet Staff Service

Activities

Orientation Flights, Community/Region events

Leadership School

Outside Activities related to their interests

Encampment



Mentoring Relationship

- Cadet Staff Org Responsibility
 - Know your cadets, know their goals, immediate needs
 - Provide for needs as you can, raise up your chain of command for those that need capabilities of the unit



Best Practices Discussion

 What best practices do you use to retain cadets through their first year?



Promotions

CIVIL AIR PATROL CADET SUPER CHART CAPVised AN IS 100 April 2009 PHASE III THE COMMAND PHASE PHASE IV THE EXECUTIVE PHASE AWARD AWARD AWARD AWARD GRADE, INSIGNIA, & AWAY CADE TIECOND COLORES CADETTI BOOMD 000 000 00 000 000 not be a proper by the land of and the forest specially of Chapter 2 Chapter 1 Corp elessive Chapter di Chapter 5. Chapter 6. Chapter 7 Speech to Feature Corp elestre from Ocuptor 8 to SDA Percent Chapter 9 to SDA Record Chapter 10 to 10 A Report Comprehe rates Frame Chapter T & LDA Export Chapter 13 & SDA Report Chapter15 & SDA Record Chapter M & SDA Record Chapter 15 to SDA Report Speech di Soore Comprehensive Exam 5 Ocuptor Hook His Regulationers 5 Chapter No. o 5-Chapter Hock Ho I made would 1 Feet on 15 mm He Bear bears o 1Forum 15 mars He Bergs been seed Door form Cade Physical Filmes Test Carlet P System Filtress Test Cade Physical Physics 3 d Cade (Physical File es Sed CALDET PHYSICAL FITNE SSITEST STANDAR M 16 40 d 19 40 52 8.9 89 53 164 503 THE THE TOTAL SER SHE SHE SET SHE THE TRANSPORT SHE SHE SHE SHE SHE Ø33.00 All their Displays a post ine all their; a plimating with soleting is bean, when led Materiales, a condition all their and record uses, excitat this less to at here, does not figure than to make much to the Resilient shows at world displacing a complete a to professor has a construction of influence to part and of an element and Displaces on writtened the the Core Values per and est earning it or displaced on, and enough a stem analytic as a team heat. Fair, just, an disconsistent in dealing with solver deal exprese storage latter ing which muster's should be referred up the chain. Writes and spe also having presents bleas logically, wire through pres Follows de entires; deprendable; ar éves era de lo lear o and ser re ell'entire le era maging com l'inne (there are an appropriate, takens project if such eigh einig to enoil, develops appropriate grade, plans, standards, and follows the ough to mental long develops after sensor of source ship in all analyses arels. BETTE OF PERSONAL DESIGNATION Actively meets in HCOs; rise leaves effects his by effection of risp actively when disagreeing in this superior. DESCRIPTION. Thinks in advance and place about to meet the pieth's short-time, meets togets all: Delegat es mai tre tanto effe stirely and mor los through HCOs; le epo people tel une malement milato en clear, super risences di ci'u flor leades. CADE TLEADER IN OF FICE BY CADET ARE CIPACE OFFICER САВИТЕ ЗЕОЛТУЕ ОРУСИЕ / САВИТ ВИРАТУСОНИВАНОИ +Eweks Harts Upon searcing Salar Mar 03 + Emels +E media 2nd 000



Stripes to Diamonds

- Eligibility
 - Five program requirements
- Promotion Review Board
 - Optional
 - CAPF 50 feedback must be used
 - CAPF 50 feedback required at least once per phase
- Feedback



Promotion Ceremonies

- Public
- Important
- Official –
 formation, all
 hands on deck
- Recognized by squadron senior leadership
- Involve parents





Promotion Review Board

- 1. Meet in a location that offers some privacy, but avoid situations that place a senior and cadet alone together. Have the cadet formally report to the officer(s) who will be providing the feedback.
- Put the cadet at ease so they may focus on the officers' guidance.
- 3. If using the CAPF 50 in conjunction with a promotion board, state whether the cadet will be promoted or not. Getting that question out of the way allows the cadet to focus on the feedback.
- 4. Ask the cadet to describe some recent successes they have had in the Cadet Program. Why do they exemplify good leadership?
- 5. Challenge the cadet to think about their leadership performance.



Promotion Review Board

- 6. Ask the cadet to describe some leadership skills they are trying to improve. What steps are they taking to improve in these areas? Again, challenge the cadet to think critically and be specific.
- 7. Review the ratings in the top portion of the CAPF 50. For each item, provide constructive and positive feedback.
- 8. Identify some of the cadet's recent successes. Let the cadet know what they are doing well.
- 9. Identify 2 or 3 leadership skills that the cadet should focus on.

 Give specific suggestions on what they should do to improve in those areas, but do not overwhelm them with feedback.
- 10. Congratulate the cadet for their efforts and encourage them to remain active in CAP. If retaining the cadet in grade, set a date for a subsequent review. Be sure to re-enforce the positive.
- 11. Dismiss the cadet and return their salute



Mock Promotion Review Board

- Scenarios
 - Promotion to Cadet Airman
 - Promotion to Cadet MSgt
 - Promotion to C/2d Lt
 - Promotion to C/Capt



Cadet/Senior Partnership





Senior Officer Responsibilities

- Provide safe, effective leadership development environment
 - "Commanders, or their designated senior members, are responsible for providing the adult leadership and supervision necessary for the cadets to fulfill their missions and goals."
- Balance ability and maturity of cadet org to assume squadron responsibilities



Mentoring Relationships

- Every cadet position has a senior counterpart
 - Deputy Commander for Cadets Cadet Commander/Deputy/Executive Officer
 - Leadership Officer Flight Commanders
 - Senior Staff Officers Cadet Staff Officers/NCOs
- Regular conversations on knowledge and learning, performance and effectiveness, planning, development needs





- Examples of effective cadet/senior partnerships
- Examples of less effective cadet/senior partnerships
- How can cadets influence and improve less effective cadet /senior partnerships



CAPR 52-16 - Effective 1 Feb 2011



NATIONAL HEADQUARTERS CIVIL AIR PATROL

CAP REGULATION 52-16

EFFECTIVE 1 FEBRUARY 2011

Cadet Programs

CADET PROGRAM MANAGEMENT

This regulation defines the purposes of the Civil Air Patrol Cadet Program and identifies policies that govern its administration. Supplements and waivers are not authorized, except as specifically noted, or when approved by National Headquarters. To request waivers to this regulation, submit requests through the wing commander to NHQ CAP/CP.

SUMMARY OF CHANGES. See page 45 for the summary of changes. Subheadings or paragraph titles that are highlighted in gray indicate that the entire section is new or has been revised.